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ABSTRACT

To gather data for reviewing personnel practices and responding to inquiries from various agencies, a study was conducted of the characteristics of the professional personnel in six of Hawaii's community colleges. The study focused on full-time Board of Regents (BOR) appointees, but also provided minimal information on lecturers, part-time BOR appointees, and professional staff on leave. Selected findings included the following: (1) of the 1,031 BOR appointees, 61.5% held full-time appointments, 1.6% held part-time appointments, and 36.9% were lecturers; (2) 83.3% were involved in instruction, with 46.6% teaching in general education and 36.7% in vocational areas; (3) of the 634 full-time professional staff members, 61% were male, 73% held at least a Master's degree, and their mean age was 43.9 years; (4) with respect to the 468 full-time instructors, 63% were male, 67% were tenured and 26% were on a tenure track, 73% held at least a Master's degree, and their average age was 44.8 years; (5) annual average salaries were $26,220 for male full-time instructors and $24,704 for female full-time instructors; and (6) of the 380 lecturers, 56% were male, 62% held at least a Master's degree, 58% were involved in general education instruction, and their mean age was 39.1 years. The bulk of the report consists of data tables showing systemwide and institutional statistics. (DAB)

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SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

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JC 830 118

OFFICE OF INSTITUTIONAL RESEARCH & ANALYSIS
UNIVERSITY OF HAWAII
FEBRUARY 1983

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES[1]
FALL 1982

Introduction

This report summarizes data on the following characteristics of full-time community college professional staff: sex, academic background, tenure status, age, program category, average salaries and salary ranges. Data such as these are useful in reviewing personnel practices and in responding to inquiries from various agencies.

The primary attention of this report is on full-time Board of Regents (BOR) appointees whose Standard Form 5Bs (SF-5Bs) were submitted to and processed by the University Personnel Office by the October 31, 1982 update. Included in the headcount of BOR staff in the main body of the report are all those who were on the payroll as of the October 31 update, <u>except</u> those on leave from the University. (Staff on sick leave are included.) Minimal information (mostly headcount) is provided on lecturers, part-time BOR appointees, and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1982. Standard Form 5Bs were used as the basis of these computer reports.

For the purposes of this report, each employee is assigned to one of five "program categories" depending on employing agency. The names of the categories are taken from budget appropriation categories but have a different definitional basis. UH personnel are assigned to one employing agency although they may be paid from accounts under different appropriations or from non-appropriated accounts, such as most federal-fund accounts. Thus employing agency is used as the basis for assignment to "program category". Appendix A provides the definitions.

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[1] Data on Hawaii Community College are not included in this report. Further, Community College System data for past years have been recalculated to reflect data for the other six colleges. Therefore, the figures in this report differ from those cited in CC-IRP 117.

HIGHLIGHTS

TABLE 1: UNDUPLICATED HEADCOUNT OF ALL PROFESSIONAL STAFF

Table 1 displays an unduplicated headcount of all professional staff by program category and employment status. It should be noted that a lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus".

- A total of 1,031 Board of Regent (BOR) appointees were employed by the University of Hawaii Community Colleges as of October 31, 1982, an increase of 10 (1.0 percent) from the count of 1,021 reported for October 1981. This count excludes BOR appointees on leave from the University. Appendix E displays data on the Instructors on leave for Fall 1982.

- Of the total 1,031 Community College appointees, 634 (61.5 percent) held full-time appointments. Lecturers made up 36.9 percent of the total CC appointees with 380 appointments, and part-timers made up 1.6 percent with 17 appointments.

CC Professional Staff	No. of BOR Appointments	Percentage
Full-Time	634	61.5
Part-Time	17	1.6
Lecturers	380	36.9
	1,031	100.0

Of the five program categories, the instruction category covered the largest number of appointments with 858 appointees (83.2 percent).

Program Category	No. of Appointees	Percentage
Institutional Support	20	1.9
Academic Support	54	5.2
Student Services	76	7.4
Instruction	858	83.3
General Education	(480)	(46.6)
Vocational Education	(378)	(36.7)
Public Service	23	2.2
	1,031	100.0

TABLE 2: SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF

Table 2 displays information on the sex, highest degree earned, and mean age of CC full-time professional staff, by program category.

- Of the total 634 CC full-time professional staff, 384 (61 percent) were males.
- Of the total full-time professional staff, 463 (73 percent) held at least a Master's degree as their highest degree.
- The mean age of the full-time professional staff was 43.9 years.

CC Campus	% Male	% of Prof Staff with at least Master's as Highest Degree	Mean Age
CC SYSTEM TOTAL	61	73	43.9
Honolulu	65	65	44.1
Kapiolani	54	77	45.5
Kauai	66	73	43.2
Leeward	63	77	45.4
Maui	59	66	40.5
Windward	52	86	41.6

TABLE 3: SELECTED CHARACTERISTICS OF FULL-TIME INSTRUCTORS

Table 3 displays the average salary, salary ranges, tenure status, mean age, highest degree earned, and instructional area of all full-time community college instructors, by sex. Tables 3A through 3F display the same information for each campus.

- Of the total 468 full-time CC instructors, 293 (63 percent) were males.
- The average annual salary for all instructors was $25,653, with men averaging $26,220 and women $24,704. Total salary outlay for full-time instructors, by campus, is shown in Appendix C. (Average salaries for other full-time CC appointees are displayed in Appendix B.)
- Of the 468 instructors, 313 (67 percent) were tenured, with an additional 120 (26 percent) on the tenure track. (More detailed information on the tenure status of the full-time CC instructors is available in Appendix D.)
- The mean age of instructors was 44.8 years with men averaging 45.7 years and women averaging 43.1 years.
- Of the total full-time instructors, 340 (73 percent) held at least a Master's degree as their highest degree earned.

- Of the 468 instructors, 250 (53 percent) were assigned to General Education as their instructional area.

CC Campus	% Male	Avg Annual Salary	% of F/T Instr. Tenured	Mean Age	% of F/T Instr. with at least Master's as Highest Degree
CC SYSTEM TOTAL	63	$25,653	67	44.8	73
Honolulu	71	25,162	65	45.8	65
Kapiolani	54	27,187	71	46.4	76
Kauai	62	24,710	57	43.7	69
Leeward	65	26,082	80	46.1	78
Maui	66	24,881	54	40.7	64
Windward	49	23,926	49	40.6	89

TABLE 4: SELECTED CHARACTERISTICS OF COMMUNITY COLLEGE LECTURERS

Table 4 displays the sex, instructional area, highest degree earned, average salary, salary ranges, and mean age of community college lecturers by campus.

- Of the total 380 lecturers, 211 (56 percent) were males.
- Of all lecturers, 236 (62 percent) held at least a Master's degree as their highest degree.
- The General Education instructional area had an assignment of 222 (58 percent) lecturers.
- The average one-semester salary for all CC lecturers was $2,929, with 257 (68 percent) lecturers in salary range 2.
- The mean age of lecturers was 39.1 years.

TABLE 1
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

Note: A lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus."

By College, Full- & Part-Time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Service
					Sub-Total	General Education	Voc-Educ	
TOTAL	1,031	20	54	76	858	480	378	23
Full-Time	634	20	52	74	468	250	218	20
Part-Time	17		2	2	13	8	5	
Lecturers	380				377	222	155	3
Honolulu CC	253	3	17	16	200	94	106	17
Full-Time	159	3	17	16	109	54	55	14
Part-Time								
Lecturers	94				91	40	51	3
Kapiolani CC	221	5	9	14	192	97	95	1
Full-Time	125	5	9	14	96	38	58	1
Part-Time	5				5	1	4	
Lecturers	91				91	58	33	
Kauai CC	79	3	5	7	64	35	29	
Full-Time	56	3	4	7	42	18	24	
Part-Time	1		1					
Lecturers	22				22	17	5	
Leeward CC	256	3	10	16	223	153	70	4
Full-Time	158	3	10	16	125	89	36	4
Part-Time	4				4	4		
Lecturers	94				94	60	34	
Maui CC	146	3	8	16	118	56	62	1
Full-Time	86	3	7	14	61	26	35	1
Part-Time	5		1	2	2	1	1	
Lecturers	55				55	29	26	
Windward CC	76	3	5	7	61	45	16	
Full-Time	50	3	5	7	35	25	10	
Part-Time	2				2	2		
Lecturers	24				24	18	6	

Source: FSIS Report 2533A, October 31, 1982.

TABLE 2
SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

Note: Due to independent rounding, percentages may not add to total.

Program Category	TOTAL		Sex		Highest Degree Earned					Mean Age
	No.	%	Male	Female	Doctorate	Professional	Masters	Bachelors	Less Than Bachelors	
TOTAL	634	100%	384	250	62	4	397	112	59	43.9
(Horizontal %)	(100%)		(61%)	(39%)	(10%)	(1%)	(63%)	(18%)	(9%)	
Institutional Support	20	3%	16	4	3		7	8	2	41.2
Academic Support	52	8%	28	24	5		36	6	5	42.6
Student Services	74	12%	35	39	6	2	52	12	2	40.9
Instruction	468	73%	293	175	48	2	290	78	50	44.8
General Education	250	39%	146	104	42		188	20		43.5
Vocational Educ	218	34%	147	71	6	2	102	58	50	46.2
Public Service	20	3%	12	8			12	8		41.3
HONOLULU CC	159	100%	103	56	20		84	32	23	44.1
(Horizontal %)	(100%)		(65%)	(35%)	(13%)		(53%)	(20%)	(14%)	
Institutional Support	3	2%	3				1	2		42.3
Academic Support	17	11%	9	8	3		9	3	2	40.2
Student Services	16	10%	4	12	3		10	3		37.9
Instruction	109	69%	77	32	14		57	17	21	45.8
General Education	54	34%	32	22	12		41	1		42.3
Vocational Educ	55	35%	45	10	2		16	16	21	49.3
Public Service	14	9%	10	4			7	7		42.4
KAPIOLANI CC	125	100%	67	58	6	2	89	22	6	45.5
(Horizontal %)	(100%)		(54%)	(46%)	(5%)	(2%)	(71%)	(18%)	(5%)	
Institutional Support	5	4%	3	2	1		1	3		39.4
Academic Support	9	7%	5	4	1		7		1	43.1
Student Services	14	11%	7	7			13	1		42.4
Instruction	96	77%	52	44	4	2	67	18	5	46.4
General Education	38	30%	21	17	3		33	2		44.7
Vocational Educ	58	46%	31	27	1	2	34	16	5	47.6
Public Service	1	1%		1			1			*
KAUAI CC	56	100%	37	19	3		35	9	6	43.2
(Horizontal %)	(100%)		(66%)	(34%)	(11%)		(63%)	(16%)	(11%)	
Institutional Support	3	5%	3				2		1	42.7
Academic Support	4	7%	3	1			4			43.0
Student Services	7	13%	5	2			6	1		40.6
Instruction	42	75%	26	16	6		23	8	5	43.7
General Education	18	32%	13	5	5		11	2		43.3
Vocational Educ	24	43%	13	11	1		12	6	5	44.0
LEEWARD CC	158	100%	100	58	20	1	100	22	15	45.4
(Horizontal %)	(100%)		(63%)	(37%)	(13%)	(1%)	(63%)	(14%)	(9%)	
Institutional Support	3	2%	2	1	1		1		1	48.3
Academic Support	10	6%	6	4			6	2	2	45.7
Student Services	16	10%	10	6	2	1	10	3		43.1
Instruction	125	79%	81	44	17		80	16	12	46.1
General Education	89	56%	51	38	16		62	11		45.3
Vocational Educ	36	23%	30	6	1		18	5	12	48.0
Public Service	4	3%	1	3			3	1		32.8
MAUI CC	86	100%	51	35	4	1	52	20	9	40.5
(Horizontal %)	(100%)		(59%)	(41%)	(5%)	(1%)	(60%)	(23%)	(10%)	
Institutional Support	3	3%	2	1			2	1		38.7
Academic Support	7	8%	3	4	1		5	1		39.4
Student Services	14	16%	5	9		1	8	3	2	39.7
Instruction	61	71%	40	21	3		36	15	7	40.7
General Education	26	30%	18	8	2		20	4		41.0
Vocational Educ	35	41%	22	13	1		16	11	7	40.5
Public Service	1	1%	1				1			*
WINDWARD CC	50	100%	26	24	6		37	7		41.6
(Horizontal %)	(100%)		(52%)	(48%)	(12%)		(74%)	(14%)		
Institutional Support	3	6%	3		1			2		30.0
Academic Support	5	10%	2	3			5			48.0
Student Services	7	14%	4	3	1		5	1		42.9
Instruction	35	70%	17	18	4		27	4		40.6
General Education	25	50%	11	14	4		21			40.4
Vocational Educ	10	20%	6	4			6	4		41.2

*This person's age is included in calculating college mean.

Source: FSIS Reports 2530 and 2531, October 31, 1982.

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TABLE 3
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES*
FALL 1980-1982

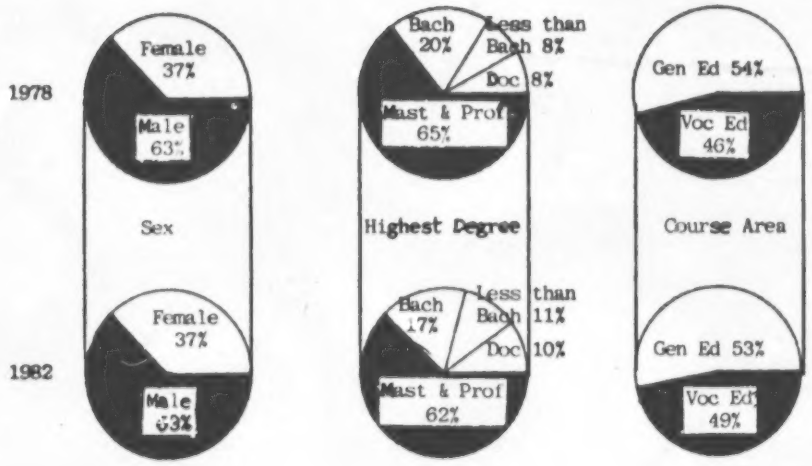
Note: Due to independent rounding, percentages may not add to total.

Characteristic	1980			1981			1982		
	TOTAL No.	MALE No.	FEMALE No.	TOTAL No.	MALE No.	FEMALE No.	TOTAL No.	MALE No.	FEMALE No.
	VZ	VZ	VZ	VZ	VZ	VZ	VZ	VZ	VZ
TOTAL	470 100	295 100	175 100	466 100	292 100	174 100	468 100	293 100	175 100
(H%)	(100)	(63)	(37)	(100)	(63)	(37)	(100)	(63)	(37)
BY AVERAGE SALARY	21,850	22,384	20,951	23,406	23,971	22,459	25,653	26,220	24,704
BY SALARY RANGE									
Range 1	4 1	1 <1	3 2	5 1	3 1	2 1	5 1	2 1	3 2
(H%)	(100)	(25)	(75)	(100)	(60)	(40)	(100)	(40)	(60)
Range 2	131 28	78 26	53 30	140 30	81 28	59 34	155 33	92 31	63 36
(H%)	(100)	(60)	(40)	(100)	(58)	(42)	(100)	(59)	(41)
Range 3	37 8	17 6	20 11	37 8	18 6	19 11	37 8	16 5	21 12
(H%)	(100)	(46)	(54)	(100)	(49)	(51)	(100)	(43)	(57)
Range 4	88 19	57 19	31 18	83 18	53 18	30 17	74 16	50 17	24 14
(H%)	(100)	(65)	(35)	(100)	(64)	(36)	(100)	(68)	(32)
Range 5	207 44	142 48	65 37	198 42	137 47	61 35	191 41	130 44	61 35
(H%)	(100)	(69)	(31)	(100)	(69)	(31)	(100)	(68)	(32)
Other	3 1		3 2	3 1		3 2	6 1	3 1	3 2
(H%)	(100)		(100)	(100)		(100)	(100)	(50)	(50)
BY TENURE STATUS									
Tenured	312 66	209 71	103 59	307 66	202 69	105 60	313 67	205 70	108 62
(H%)	(100)	(67)	(33)	(100)	(66)	(34)	(100)	(66)	(35)
On Tenure Track	121 26	70 24	51 29	123 26	75 26	48 28	120 26	71 24	49 28
(H%)	(100)	(58)	(42)	(100)	(61)	(39)	(100)	(59)	(41)
Not Eligible	33 7	15 5	18 10	32 7	14 5	18 10	29 6	14 5	15 9
(H%)	(100)	(45)	(56)	(100)	(44)	(56)	(100)	(48)	(52)
Other	4 1	1 <1	3 2	4 1	1 <1	3 2	6 1	3 1	3 2
(H%)	(100)	(25)	(75)	(100)	(25)	(75)	(100)	(50)	(50)
BY MEAN AGE	44.0	44.6	42.8	44.4	45.3	42.9	44.8	45.7	43.1
BY HIGHEST DEGREE									
Doctorate	42 9	30 10	12 7	47 10	36 12	11 6	48 10	35 12	13 7
(H%)	(100)	(71)	(29)	(100)	(77)	(23)	(100)	(73)	(27)
Professional	3 1	3 1		3 1	3 1		2 <1	2 1	
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
Masters	303 65	171 58	132 75	301 65	167 57	134 77	290 62	162 55	128 73
(H%)	(100)	(56)	(44)	(100)	(55)	(45)	(100)	(56)	(44)
Bachelors	77 16	50 17	27 15	71 15	46 16	25 14	78 17	48 16	30 17
(H%)	(100)	(65)	(35)	(100)	(65)	(35)	(100)	(62)	(38)
Less than Bachelors	45 10	41 14	4 2	44 9	40 14	4 2	50 11	46 16	4 2
(H%)	(100)	(91)	(9)	(100)	(91)	(9)	(100)	(92)	(8)
BY INSTRUCTIONAL AREA									
General Education	255 54	153 52	102 58	256 55	156 53	100 57	250 53	146 50	104 59
(H%)	(100)	(60)	(40)	(100)	(61)	(39)	(100)	(58)	(42)
Vocational Education	215 46	142 48	73 42	210 45	136 47	74 43	218 47	147 50	71 41
(H%)	(100)	(66)	(34)	(100)	(65)	(35)	(100)	(67)	(33)

*Excludes Hawaii Community College, which is part of the University of Hawaii at Hilo.

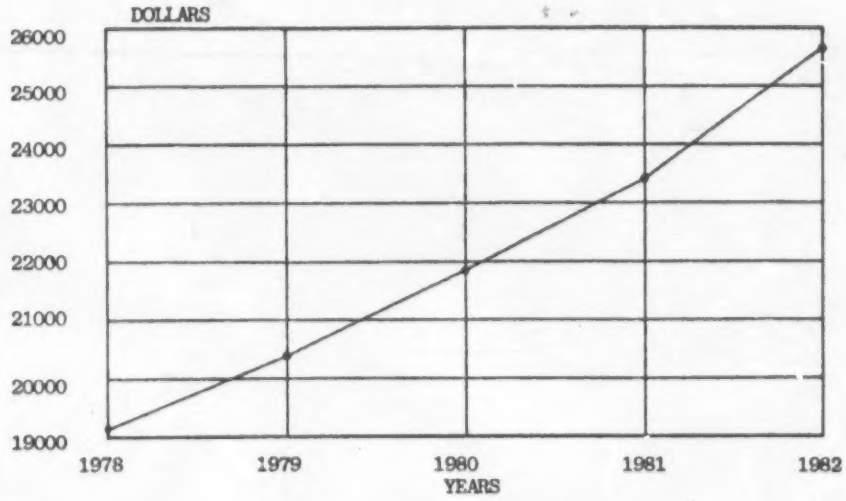
Source: FSIS Reports 2530, 2531, and 2532 as of October 31, for 1980, 1981, and 1982.

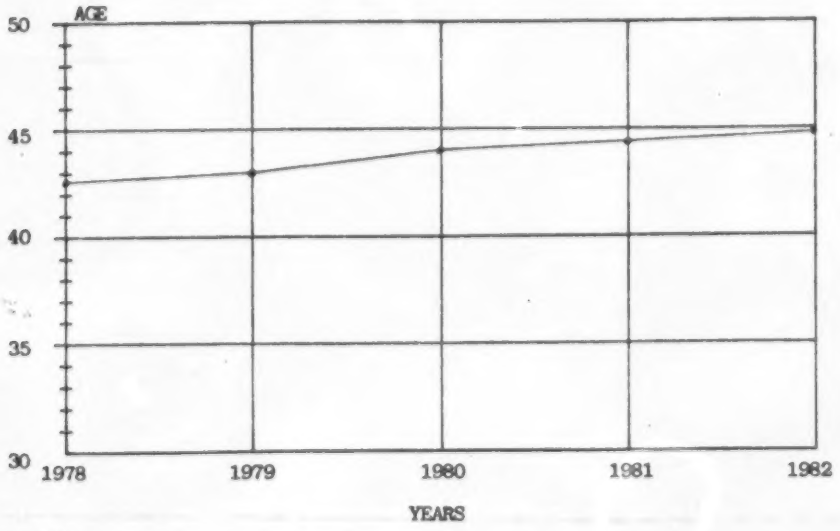
FIGURE 1
FULL-TIME INSTRUCTORS: SELECTED DATA
COMMUNITY COLLEGES
FALL 1978-1982



NOTE: Due to independent rounding, percentages may not total to 100%.

AVERAGE SALARY





TENURE STATUS

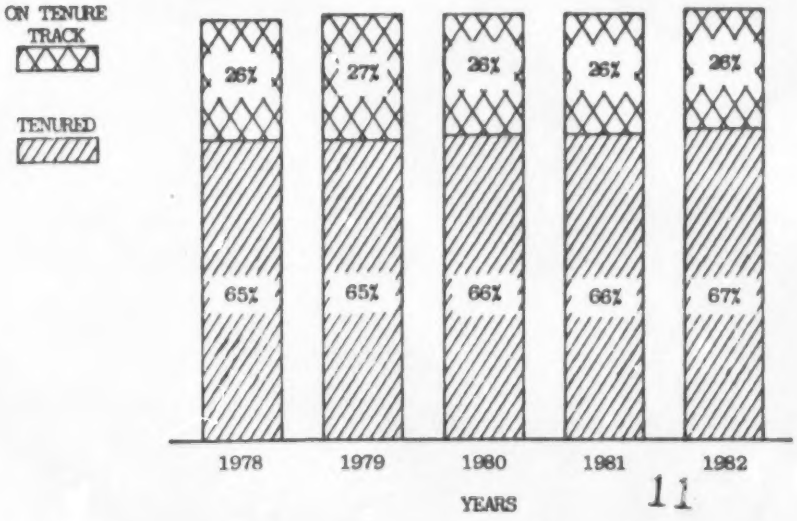


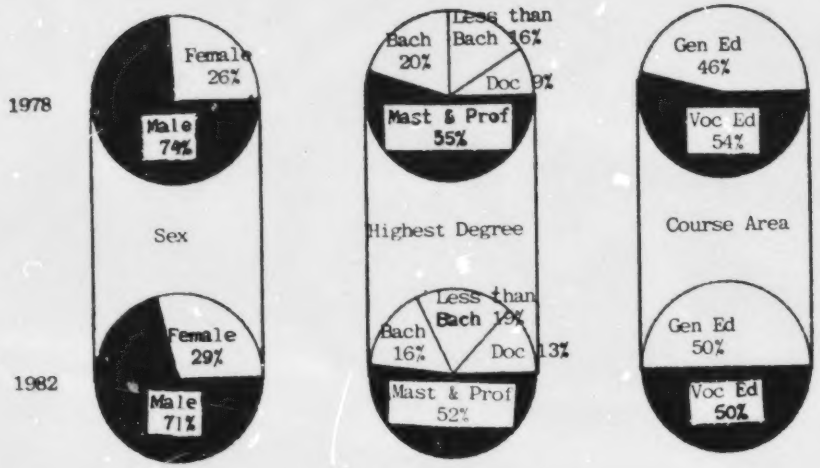
TABLE 3a
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
HONOLULU COMMUNITY COLLEGE
FALL 1980-1982

Note: Due to independent rounding, percentages may not add to total.

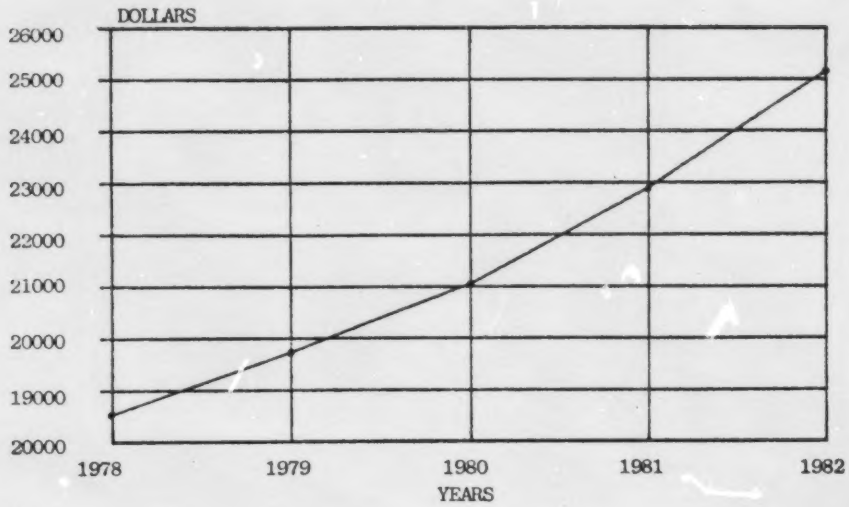
Characteristic	1980			1981			1982		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%
TOTAL	113 100	82 100	31 100	107 100	79 100	28 100	109 100	77 100	32 100
(H%)	(100)	(73)	(27)	(100)	(74)	(26)	(100)	(71)	(29)
BY AVERAGE SALARY	21,054	22,112	18,255	22,896	23,865	20,163	25,162	26.408	22,164
BY SALARY RANGE									
Range 1				2 2	2 3		1 1	1 1	
(H%)				(100)	(100)		(100)	(100)	
Range 2	36 32	23 28	13 42	30 28	20 25	10 36	36 33	22 29	14 44
(H%)	(100)	(64)	(36)	(100)	(67)	(33)	(100)	(61)	(39)
Range 3	9 8	6 7	3 10	9 8	6 8	3 11	9 8	5 6	4 13
(H%)	(100)	(67)	(33)	(100)	(67)	(33)	(100)	(56)	(44)
Range 4	20 18	13 16	7 23	19 18	12 15	7 25	17 16	12 16	5 16
(H%)	(100)	(65)	(35)	(100)	(63)	(37)	(100)	(71)	(29)
Range 5	48 42	40 49	8 26	46 43	39 49	7 25	45 41	37 48	8 25
(H%)	(100)	(83)	(17)	(100)	(85)	(15)	(100)	(82)	(18)
Other				1 1		1 3	1 1		1 3
(H%)				(100)		(100)	(100)		(100)
BY TENURE STATUS									
Tenured	70 62	56 68	14 45	70 65	54 69	16 57	71 65	53 69	18 56
(H%)	(100)	(80)	(20)	(100)	(77)	(23)	(100)	(75)	(25)
On Tenure Track	32 28	21 26	11 35	28 26	19 24	9 32	30 28	22 29	8 25
(H%)	(100)	(66)	(34)	(100)	(68)	(32)	(100)	(73)	(27)
Not Eligible	11 10	5 6	6 19	7 7	5 6	2 7	7 6	2 3	5 16
(H%)	(100)	(45)	(55)	(100)	(71)	(29)	(100)	(29)	(71)
Other				2 2	1 2	1 4	1 1		1 3
(H%)				(100)	(50)	(50)	(100)		(100)
BY MEAN AGE	44.0	45.5	39.8	45.8	47.4	41.3	45.8	47.9	40.9
BY HIGHEST DEGREE									
Doctorate	13 12	9 11	4 13	14 13	11 14	3 11	14 13	11 14	3 9
(H%)	(100)	(69)	(31)	(100)	(79)	(21)	(100)	(79)	(21)
Professional	1 1	1 1		1 1	1 1				
(H%)	(100)	(100)		(100)	(100)				
Masters	63 56	40 49	23 74	56 52	35 44	21 75	57 52	35 45	22 69
(H%)	(100)	(63)	(37)	(100)	(63)	(37)	(100)	(61)	(39)
Bachelors	16 14	14 17	2 7	15 14	13 17	2 7	17 16	12 16	5 16
(H%)	(100)	(88)	(13)	(100)	(87)	(13)	(100)	(71)	(29)
Less than Bachelors	20 18	18 22	2 7	21 20	19 24	2 7	21 19	19 25	2 6
(H%)	(100)	(90)	(10)	(100)	(91)	(9)	(100)	(90)	(10)
BY INSTRUCTIONAL AREA									
General Education	54 48	34 41	20 65	50 47	31 39	19 68	54 50	32 42	22 69
(H%)	(100)	(63)	(37)	(100)	(62)	(38)	(100)	(59)	(41)
Vocational Education	59 52	48 59	11 35	57 53	48 61	9 32	55 50	45 58	10 31
(H%)	(100)	(81)	(19)	(100)	(84)	(16)	(100)	(82)	(18)

Source: FSIS Reports 2530, 2531, and 2532 as of October 31, for 1980, 1981, and 1982.

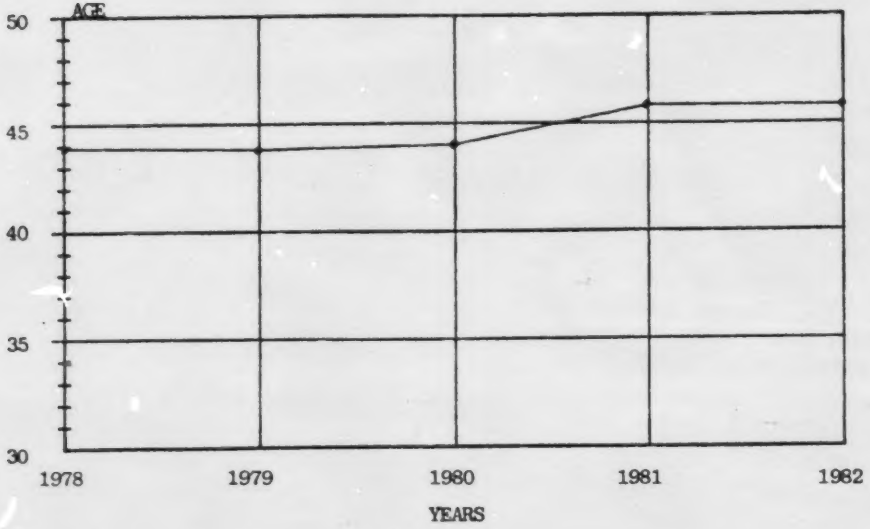
FIGURE 1a
FULL-TIME INSTRUCTORS: SELECTED DATA
HONOLULU COMMUNITY COLLEGE
FALL 1978-1982



AVERAGE SALARY



MEAN AGE



TENURE STATUS

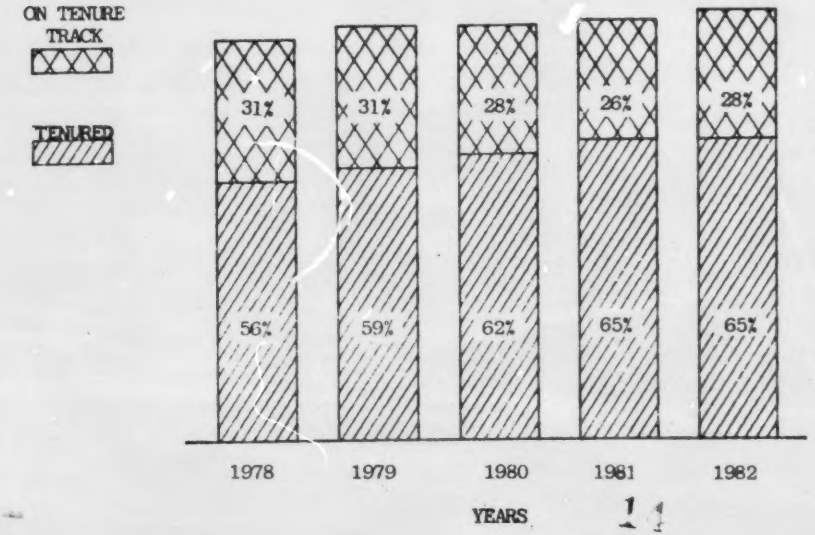


TABLE 3b
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAPIOLANI COMMUNITY COLLEGE
FALL 1980-1982

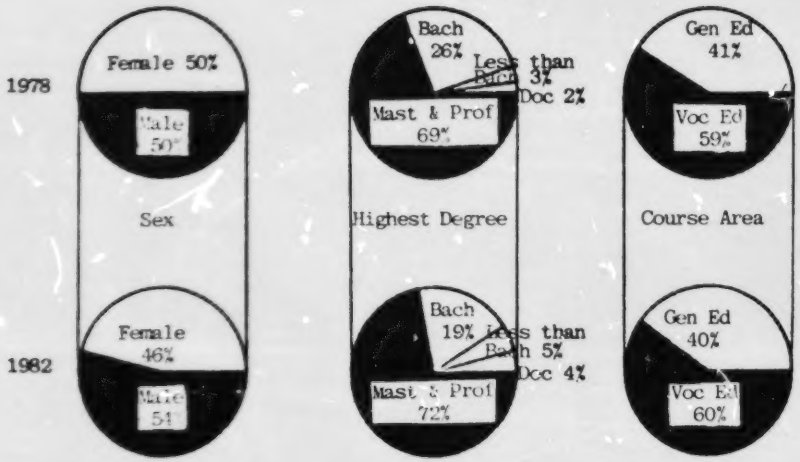
Note: Due to independent rounding, percentages may not add to total.

Characteristic	1980				1981				1982			
	TOTAL		MALE		TOTAL		MALE		TOTAL		MALE	
	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	97	100	50	100	99	100	52	100	96	100	52	100
(H%)	(100)		(52)		(100)		(53)		(100)		(54)	
BY AVERAGE SALARY	23,258		23,401		25,085		25,172		27,187		27,483	
BY SALARY RANGE												
Range 2	30	31	15	30	31	31	17	33	35	36	20	38
(H%)	(100)		(50)		(100)		(55)		(100)		(57)	
Range 3	5	5	1	2	5	5	1	2	6	6	1	2
(H%)	(100)		(20)		(100)		(20)		(100)		(17)	
Range 4	17	18	10	20	18	18	9	17	15	16	7	13
(H%)	(100)		(59)		(100)		(50)		(100)		(47)	
Range 5	45	46	24	48	45	46	25	48	40	42	24	46
(H%)	(100)		(53)		(100)		(56)		(100)		(60)	
BY TENURE STATUS												
Tenured	64	66	35	70	67	68	35	67	68	71	37	71
(H%)	(100)		(55)		(100)		(52)		(100)		(54)	
On Tenure Track	24	25	13	26	27	27	17	33	24	25	14	27
(H%)	(100)		(54)		(100)		(63)		(100)		(58)	
Not Eligible	9	9	2	4	5	5			4	4	1	2
(H%)	(100)		(22)		(100)				(100)		(25)	
BY MEAN AGE	46.8		46.4		46.6		46.4		46.4		46.8	
BY HIGHEST DEGREE												
Doctorate	3	3	2	4	6	6	3	6	4	4	3	6
(H%)	(100)		(67)		(100)		(50)		(100)		(75)	
Professional	1	1	1	2	2	2	2	4	2	2	2	4
(H%)	(100)		(100)		(100)		(100)		(100)		(100)	
Masters	68	70	34	68	69	70	35	67	67	70	34	65
(H%)	(100)		(50)		(100)		(51)		(100)		(51)	
Bachelors	20	21	9	18	17	17	8	15	18	19	9	17
(H%)	(100)		(45)		(100)		(47)		(100)		(50)	
Less than Bachelors	5	5	4	8	5	5	4	8	5	5	4	8
(H%)	(100)		(80)		(100)		(80)		(100)		(80)	
BY INSTRUCTIONAL AREA												
General Education	37	38	21	42	39	39	24	46	38	40	21	40
(H%)	(100)		(57)		(100)		(62)		(100)		(55)	
Vocational Education	60	62	29	58	60	61	28	54	58	60	31	60
(H%)	(100)		(48)		(100)		(47)		(100)		(53)	

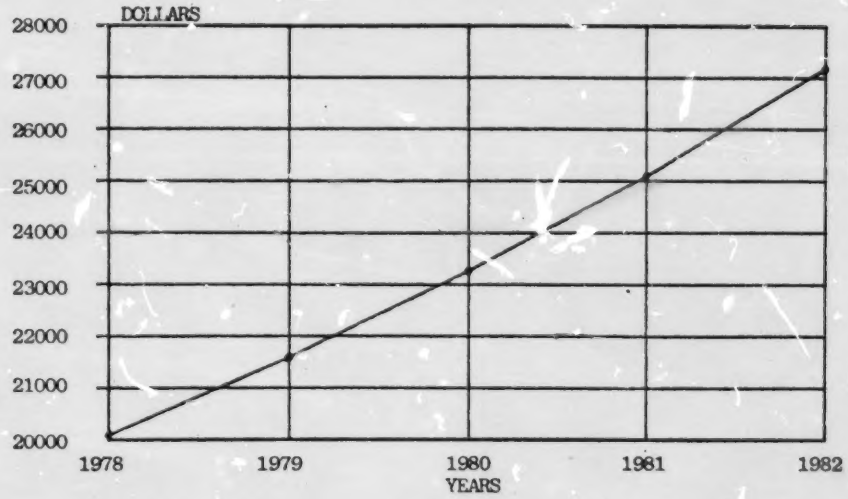
Characteristic	1982		
	FEMALE		
	No.	V%	
TOTAL	44	100	
(H%)	(46)		
BY AVERAGE SALARY	26,836		
BY SALARY RANGE			
Range 2	15	34	
(H%)	(43)		
Range 3	5	11	
(H%)	(83)		
Range 4	8	18	
(H%)	(53)		
Range 5	16	36	
(H%)	(40)		
BY TENURE STATUS			
Tenured	31	71	
(H%)	(46)		
On Tenure Track	10	23	
(H%)	(42)		
Not Eligible	3	7	
(H%)	(75)		
BY MEAN AGE	46.0		
BY HIGHEST DEGREE			
Doctorate	1	2	
(H%)	(25)		
Professional			
(H%)			
Masters	33	75	
(H%)	(49)		
Bachelors	9	20	
(H%)	(50)		
Less than Bachelors	1	2	
(H%)	(20)		
BY INSTRUCTIONAL AREA			
General Education	17	39	
(H%)	(45)		
Vocational Education	27	61	
(H%)	(47)		

Source: FSIS Reports 2530, 2531, and 2532 as of October 31, for 1980, 1981, and 1982.

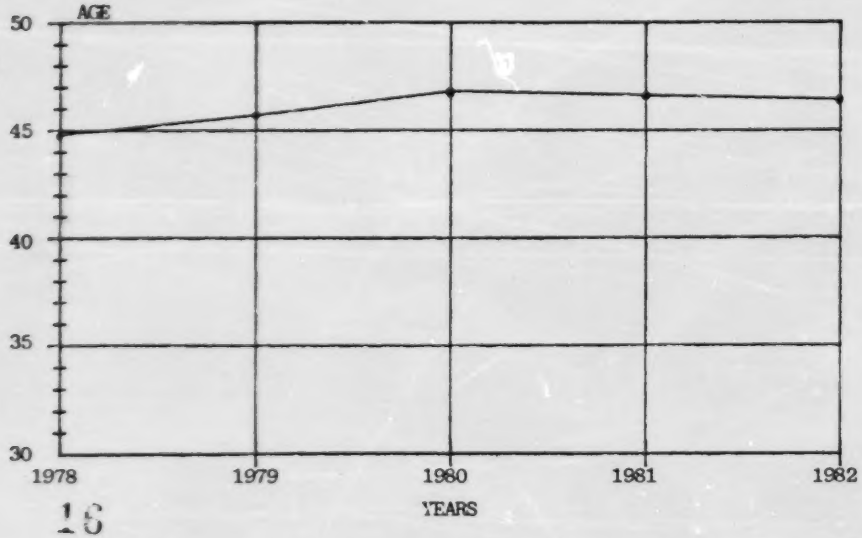
FIGURE 1b
FULL-TIME INSTRUCTORS: SELECTED DATA
KAPIOLANI COMMUNITY COLLEGE
FALL 1978-1982



AVERAGE SALARY



MEAN AGE



TENURE STATUS

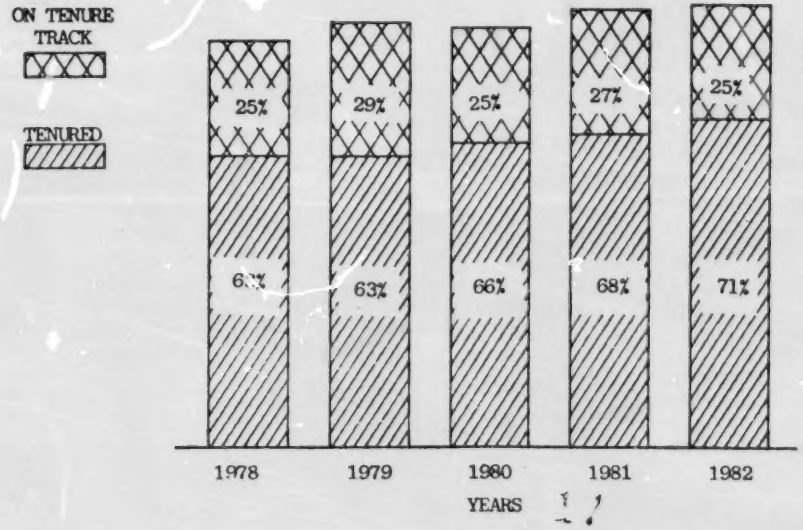


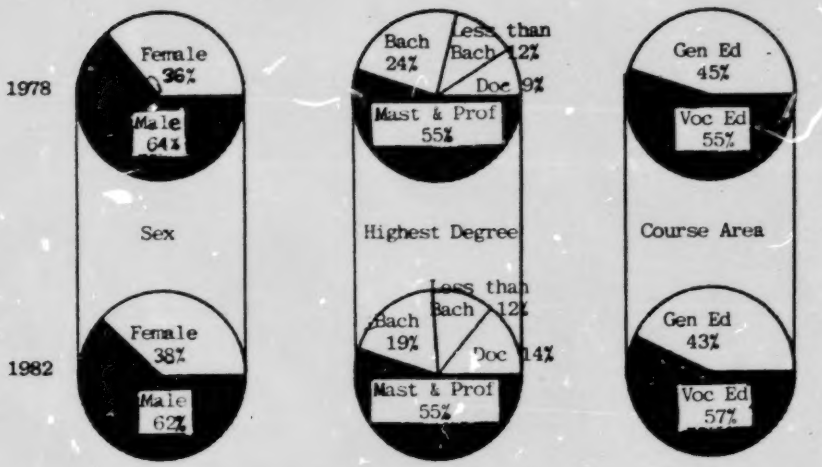
TABLE 3c
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAUAI COMMUNITY COLLEGE
FALL 1980-1982

Note: Due to independent rounding, percentages may not add to total.

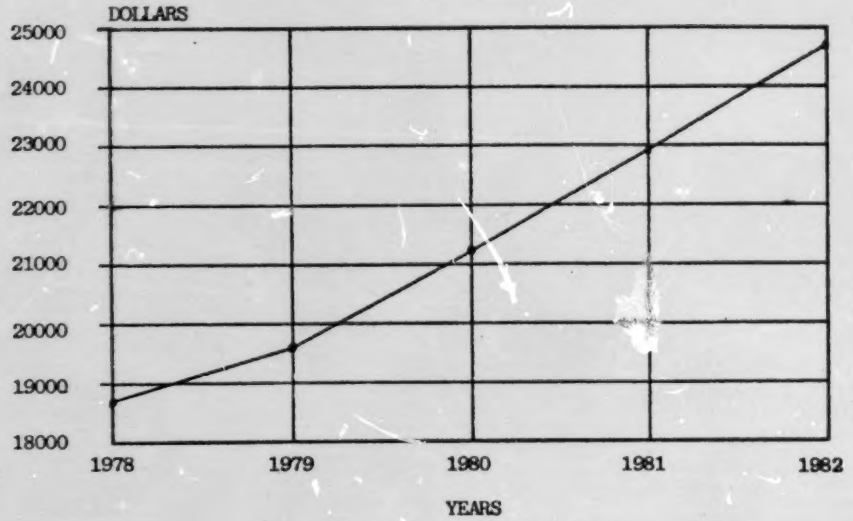
	1980						1981						1982					
	TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE	
	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	39	100	27	100	12	100	43	100	27	100	16	100	42	100	26	100	16	100
(H%)	*(100)*		*(69)*		*(31)*		*(100)*		*(63)*		*(37)*		*(100)*		*(62)*		*(38)*	
BY AVERAGE SALARY	21,218		22,292		18,802		22,916		24,322		20,543		24,710		25,787		22,961	
BY SALARY RANGE																		
Range 1	1	3			1	8	1	2			1	6	2	5			2	13
(H%)	*(100)*				*(100)*		*(100)*				*(100)*		*(100)*				*(100)*	
Range 2	16	41	9	33	7	58	16	37	7	26	9	56	18	43	9	35	9	56
(H%)	*(100)*		*(56)*		*(44)*		*(100)*		*(44)*		*(56)*		*(100)*		*(50)*		*(50)*	
Range 3	3	8	2	7	1	8	4	9	3	11	1	6	4	10	3	12	1	6
(H%)	*(100)*		*(67)*		*(33)*		*(100)*		*(75)*		*(25)*		*(100)*		*(75)*		*(25)*	
Range 4	9	23	8	30	1	8	10	24	8	30	2	13	9	21	8	31	1	6
(H%)	*(100)*		*(89)*		*(11)*		*(100)*		*(80)*		*(20)*		*(100)*		*(89)*		*(11)*	
Range 5	10	26	8	30	2	17	12	28	9	33	3	19	9	21	6	23	3	19
(H%)	*(100)*		*(80)*		*(20)*		*(100)*		*(75)*		*(25)*		*(100)*		*(67)*		*(33)*	
BY TENURE STATUS																		
Tenured	23	59	18	67	5	42	26	61	19	70	7	44	24	57	17	65	7	44
(H%)	*(100)*		*(78)*		*(22)*		*(100)*		*(73)*		*(27)*		*(100)*		*(71)*		*(29)*	
On Tenure Track	15	38	8	30	7	58	13	30	7	26	6	37	13	31	6	23	7	44
(H%)	*(100)*		*(53)*		*(47)*		*(100)*		*(54)*		*(46)*		*(100)*		*(46)*		*(54)*	
Not Eligible	1	3	1	4			4	9	1	4	3	19	5	12	3	12	2	13
(H%)	*(100)*		*(100)*				*(100)*		*(25)*		*(75)*		*(100)*		*(60)*		*(40)*	
BY MEAN AGE	41.7		42.1		40.9		42.6		43.3		41.4		43.7		43.7		43.6	
BY HIGHEST DEGREE																		
Doctorate	3	8	3	11			6	14	6	22			6	14	6	23		
(H%)	*(100)*		*(100)*				*(100)*		*(100)*				*(100)*		*(100)*			
Professional	1	3	1	4														
(H%)	*(100)*		*(100)*															
Masters	23	59	14	52	9	75	25	58	13	48	12	75	23	55	11	42	12	75
(H%)	*(100)*		*(61)*		*(39)*		*(100)*		*(52)*		*(48)*		*(100)*		*(48)*		*(52)*	
Bachelors	7	18	4	15	3	25	8	19	4	15	4	25	8	19	4	15	4	25
(H%)	*(100)*		*(57)*		*(43)*		*(100)*		*(50)*		*(50)*		*(100)*		*(50)*		*(50)*	
Less than Bachelors	5	13	5	19			4	9	4	15			5	12	5	19		
(H%)	*(100)*		*(100)*				*(100)*		*(100)*				*(100)*		*(100)*			
BY INSTRUCTIONAL AREA																		
General Education	18	46	14	52	4	33	21	49	16	59	5	31	18	43	13	50	5	31
(H%)	*(100)*		*(78)*		*(22)*		*(100)*		*(76)*		*(24)*		*(100)*		*(72)*		*(28)*	
Vocational Education	21	54	13	48	8	67	22	51	11	41	11	69	24	57	13	50	11	69
(H%)	*(100)*		*(62)*		*(38)*		*(100)*		*(50)*		*(50)*		*(100)*		*(54)*		*(46)*	

Source: FSIS Reports 2530, 2531, and 2532 as of October 31, for 1980, 1981, and 1982.

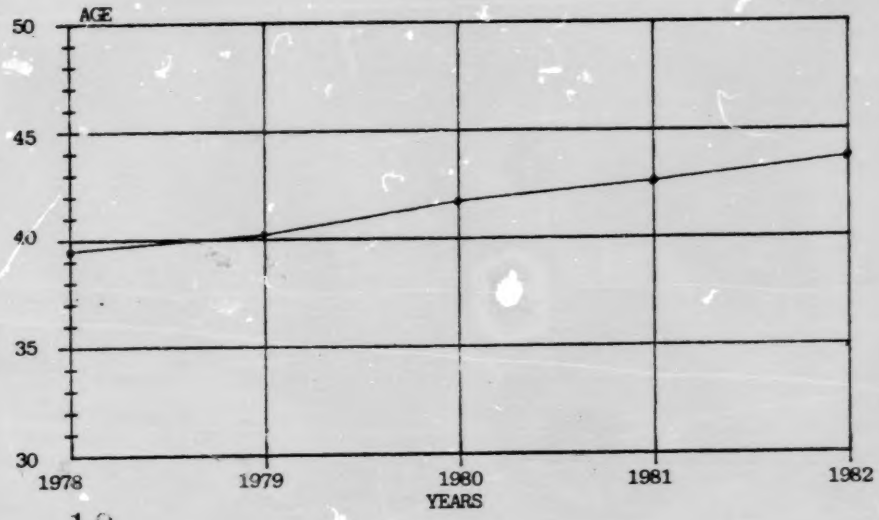
FIGURE 1c
FULL-TIME INSTRUCTORS: SELECTED DATA
KAUAI COMMUNITY COLLEGE
FALL 1978-1982



AVERAGE SALARY



MEAN AGE



TENURE STATUS

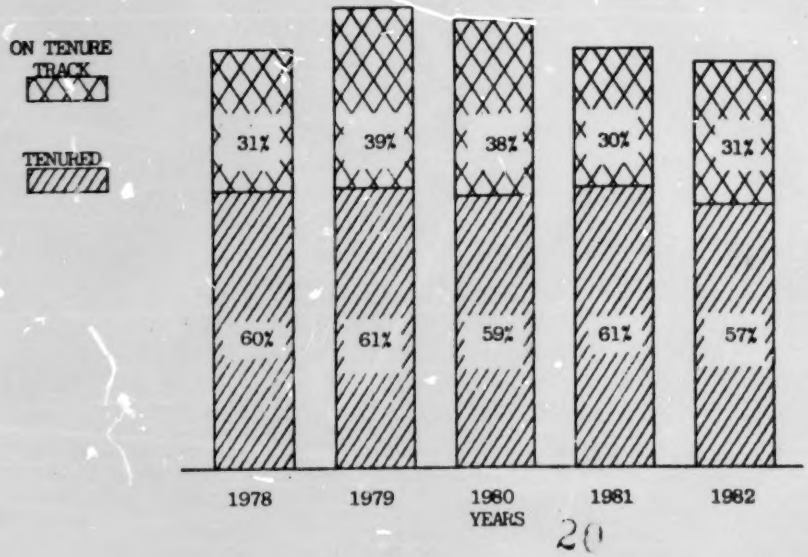


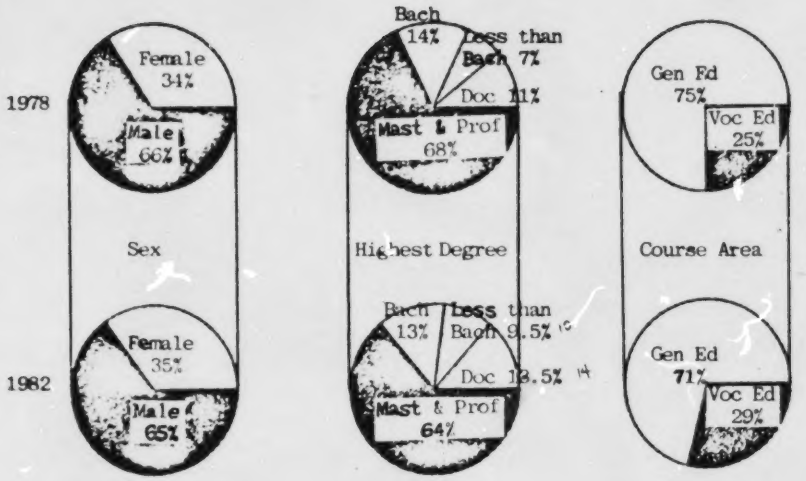
TABLE 3d
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
LEEWARD COMMUNITY COLLEGE
FALL 1980-1982

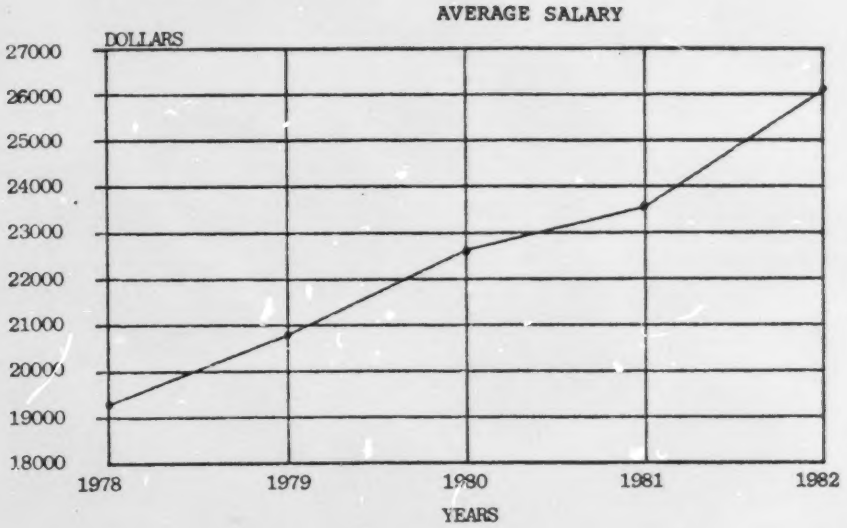
Note: Due to independent rounding, percentages may not add to total.

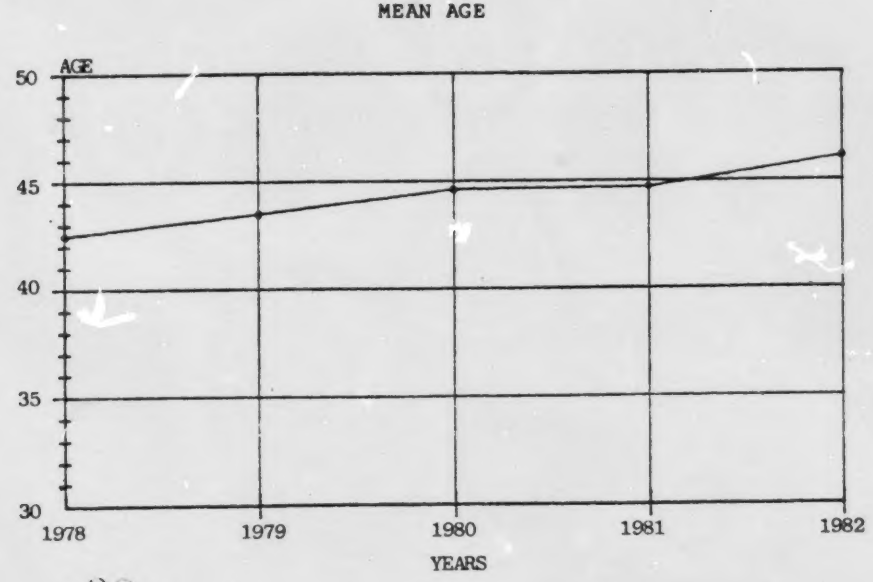
Characteristic	1980			1981			1982		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL	130 100	83 100	47 100	126 100	82 100	44 100	125 100	81 100	44 100
(H%)	(100)	(64)	(36)	(100)	(65)	(35)	(100)	(65)	(35)
BY AVERAGE SALARY	22,625	23,001	21,962	23,543	24,022	22,651	26,082	26,457	25,393
BY SALARY RANGE									
Range 1	1 1		1 2	1 1	1 1		1 1	1 1	
(H%)	(100)		(100)	(100)	(100)		(100)	(100)	
Range 2	15 12	10 12	5 11	27 21	14 17	13 30	29 23	18 22	11 25
(H%)	(100)	(67)	(33)	(100)	(52)	(48)	(100)	(62)	(38)
Range 3	10 8	4 5	6 13	9 7	4 5	5 11	8 6	2 2	6 14
(H%)	(100)	(40)	(60)	(100)	(44)	(56)	(100)	(25)	(75)
Range 4	33 25	21 25	12 26	27 21	20 24	7 16	25 20	18 22	7 16
(H%)	(100)	(64)	(36)	(100)	(74)	(26)	(100)	(72)	(28)
Range 5	70 54	48 58	22 47	62 49	43 53	19 43	62 50	42 52	20 45
(H%)	(100)	(69)	(31)	(100)	(69)	(31)	(100)	(68)	(32)
Other	1 1		1 2						
(H%)	(100)		(100)						
BY TENURE STATUS									
Tenured	109 84	69 83	40 85	98 78	65 79	33 75	100 80	65 80	35 80
(H%)	(100)	(63)	(37)	(100)	(66)	(34)	(100)	(65)	(35)
On Tenure Track	15 12	11 13	4 9	18 14	12 15	6 14	18 14	11 14	7 16
(H%)	(100)	(73)	(27)	(100)	(67)	(33)	(100)	(61)	(39)
Not Eligible	4 3	2 2	2 4	10 8	5 6	5 11	7 6	5 6	2 5
(H%)	(100)	(50)	(50)	(100)	(50)	(50)	(100)	(71)	(29)
Other	2 2	1 1	1 2						
(H%)	(100)	(50)	(50)						
BY MEAN AGE	44.6	45.5	43.0	44.7	46.0	42.3	46.1	47.5	43.5
BY HIGHEST DEGREE									
Doctorate	17 13	12 15	5 11	15 12	12 15	3 7	17 14	12 15	5 11
(H%)	(100)	(71)	(29)	(100)	(80)	(20)	(100)	(71)	(29)
Masters	87 67	51 61	36 77	87 69	50 61	37 84	80 64	47 58	33 75
(H%)	(100)	(59)	(41)	(100)	(58)	(42)	(100)	(59)	(41)
Bachelors	15 12	10 12	5 11	13 10	10 12	3 7	16 13	11 14	5 11
(H%)	(100)	(67)	(33)	(100)	(77)	(23)	(100)	(69)	(31)
Less than Bachelors	11 9	10 12	1 2	11 9	10 12	1 2	12 10	11 14	1 2
(H%)	(100)	(91)	(9)	(100)	(91)	(9)	(100)	(92)	(8)
BY INSTRUCTIONAL AREA									
General Education	95 73	55 66	40 85	93 74	55 67	38 86	89 71	51 63	38 86
(H%)	(100)	(58)	(42)	(100)	(59)	(41)	(100)	(57)	(43)
Vocational Education	35 27	28 34	7 15	33 26	27 33	6 14	36 29	30 37	6 14
(H%)	(100)	(80)	(20)	(100)	(82)	(18)	(100)	(83)	(17)

Source: FSIS Reports 2530, 2531, and 2532 as of October 31, for 1980, 1981, and 1982.

FIGURE 1d
FULL-TIME INSTRUCTORS: SELECTED DATA
LEEWARD COMMUNITY COLLEGE
FALL 1978-1982







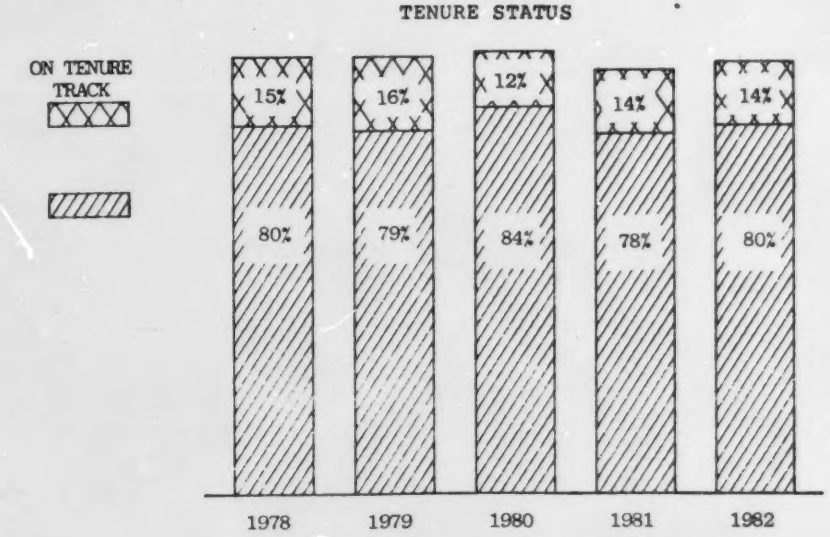


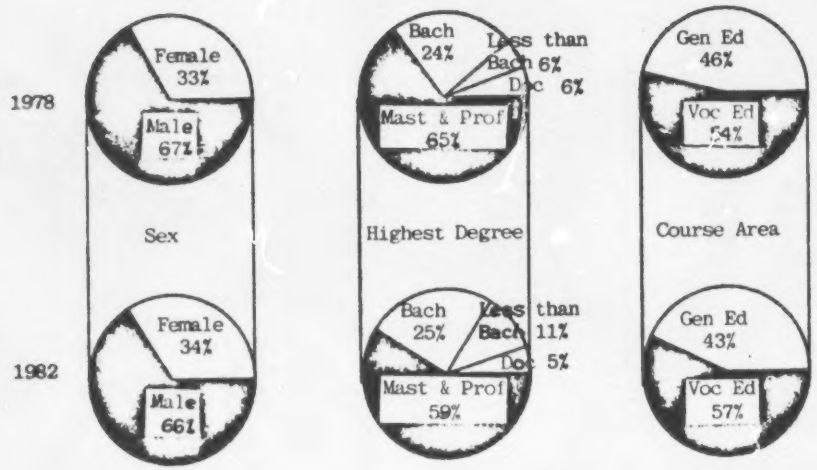
TABLE 3e
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
MAUI COMMUNITY COLLEGE
FALL 1980-1982

Note: Due to independent rounding, percentages may not add to total.

Characteristic	1980				1981				1982			
	TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE	
	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	56	100	34	100	22	100	57	100	35	100	22	100	61	100	40	100	21	100
(H%)		(100)		(61)		(39)		(100)		(61)		(39)		(100)		(66)		(34)
BY AVERAGE SALARY	21,247		22,273		19,661		22,871		24,010		21,058		24,881		25,444		23,808	
BY SALARY RANGE																		
Range 1	2	4	1	3	1	5	1	2			1	5	1	2			1	5
(H%)		(100)		(50)		(50)		(100)				(100)		(100)				(100)
Range 2	23	41	12	35	11	50	24	42	13	37	11	50	24	39	14	35	10	48
(H%)		(100)		(52)		(48)		(100)		(54)		(46)		(100)		(58)		(42)
Range 3	4	7	3	9	1	5	5	9	3	9	2	9	6	10	4	10	2	10
(H%)		(100)		(75)		(25)		(100)		(60)		(40)		(100)		(67)		(33)
Range 4	4	7	3	9	1	5	4	7	3	9	1	5	4	7	3	8	1	5
(H%)		(100)		(75)		(25)		(100)		(75)		(25)		(100)		(75)		(25)
Range 5	21	38	15	44	6	27	21	37	16	46	5	23	21	34	16	40	5	24
(H%)		(100)		(71)		(29)		(100)		(76)		(24)		(100)		(76)		(24)
Other	2	4			2	9	2	3			2	9	5	8	3	8	2	10
(H%)		(100)				(100)		(100)				(100)		(100)		(60)		(40)
BY TENURE STATUS																		
Tenured	31	55	22	65	9	41	31	54	22	63	9	41	33	54	24	60	9	43
(H%)		(100)		(71)		(29)		(100)		(71)		(29)		(100)		(73)		(27)
On Tenure Track	17	30	8	24	9	41	19	33	10	28	9	41	19	31	10	25	9	43
(H%)		(100)		(47)		(53)		(100)		(53)		(47)		(100)		(53)		(47)
Not Eligible	6	11	4	12	2	9	5	9	3	9	2	9	4	7	3	8	1	5
(H%)		(100)		(67)		(33)		(100)		(60)		(40)		(100)		(75)		(25)
Other	2	4			2	9	2	4			2	9	5	8	3	8	2	10
(H%)		(100)				(100)		(100)				(100)		(100)		(60)		(40)
BY MEAN AGE	42.1		43.2		40.2		41.7		42.5		40.5		40.7		40.9		40.2	
BY HIGHEST DEGREE																		
Doctorate	2	4	2	6			3	5	3	9			3	5	2	5	1	5
(H%)		(100)		(100)				(100)		(100)				(100)		(67)		(33)
Masters	35	63	19	56	16	73	37	65	22	62	15	68	36	59	23	58	13	62
(H%)		(100)		(54)		(46)		(100)		(59)		(41)		(100)		(64)		(36)
Bachelors	15	27	9	27	6	27	14	25	7	20	7	32	15	25	8	20	7	33
(H%)		(100)		(60)		(40)		(100)		(50)		(50)		(100)		(53)		(47)
Less than Bachelors	4	7	4	12			3	5	3	9			7	11	7	18		
(H%)		(100)		(100)				(100)		(100)				(100)		(100)		
BY INSTRUCTIONAL AREA																		
General Education	26	46	16	47	10	45	28	49	19	54	9	41	26	43	18	45	8	38
(H%)		(100)		(62)		(38)		(100)		(68)		(32)		(100)		(69)		(31)
Vocational Education	30	54	18	53	12	55	29	51	16	46	13	59	35	57	22	55	13	62
(H%)		(100)		(60)		(40)		(100)		(55)		(45)		(100)		(63)		(37)

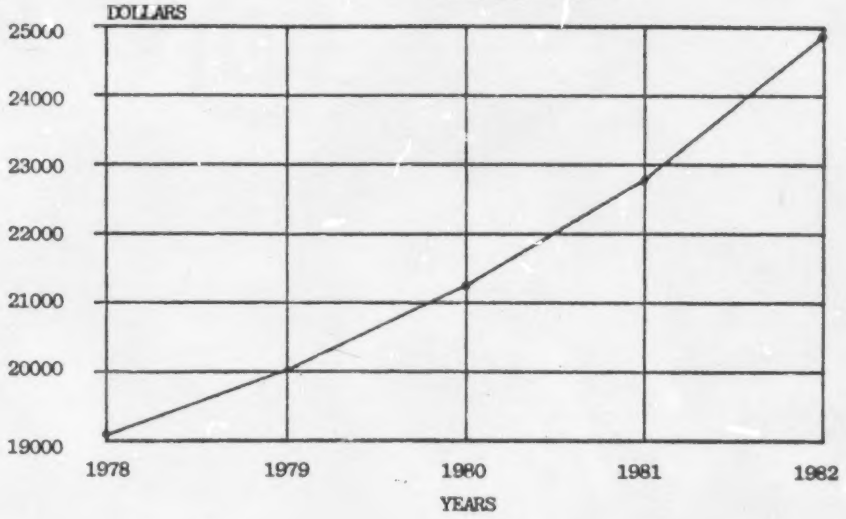
Source: FSIS Reports 2530, 2531, and 2532 as of October 31, for 1980, 1981, and 1982.

FIGURE 1e
FULL-TIME INSTRUCTORS: SELECTED DATA
MAUI COMMUNITY COLLEGE
FALL 1978-1982

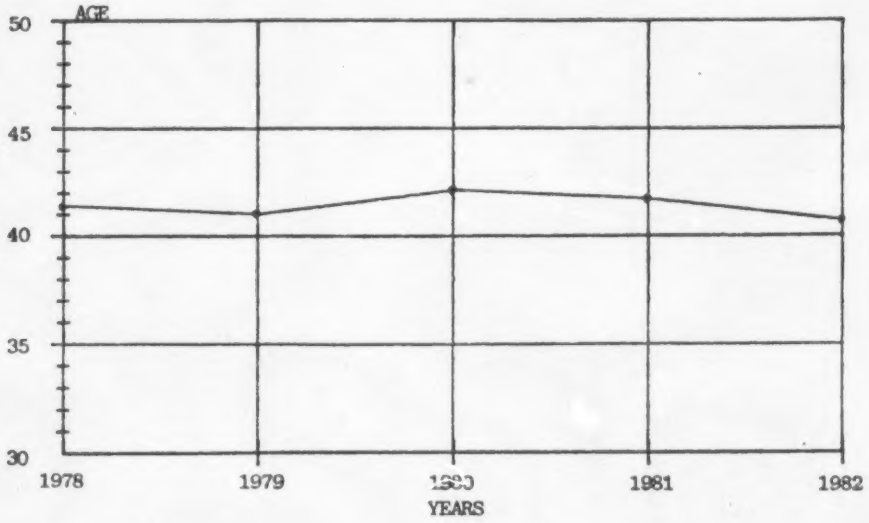


NOTE: Due to independent rounding, percentages may not total to 100%.

AVERAGE SALARY



MEAN AGE



TENURE STATUS

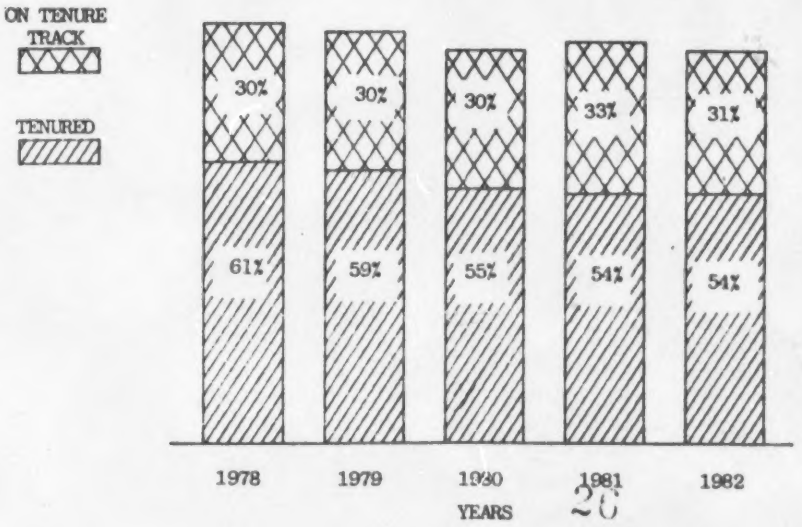


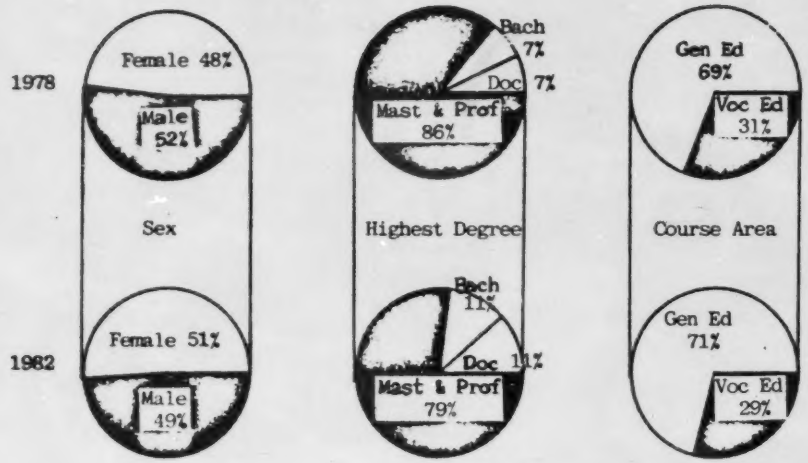
TABLE 3f
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
WINDWARD COMMUNITY COLLEGE
FALL 1980-1982

Note: Due to independent rounding, percentages may not add to total.

Characteristic	1980				1981				1982			
	TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE	
	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	35	100	19	100	16	100	34	100	17	100	17	100	35	100	17	100	18	100
(H%)	(100)		(54)		(46)		(100)		(50)		(50)		(100)		(49)		(51)	
BY AVERAGE SALARY	19,316		18,522		20,259		21,131		19,902		22,361		23,926		22,868		24,925	
BY SALARY RANGE																		
Range 2	11	31	9	47	2	13	12	35	10	59	2	12	13	37	9	53	4	22
(H%)	(100)		(82)		(18)		(100)		(83)		(17)		(100)		(69)		(31)	
Range 3	6	17	1	5	5	31	5	15	1	6	4	23	4	11	1	6	3	17
(H%)	(100)		(17)		(83)		(100)		(20)		(80)		(100)		(25)		(75)	
Range 4	5	14	2	11	3	19	5	15	1	6	4	23	4	11	2	12	2	11
(H%)	(100)		(40)		(60)		(100)		(20)		(80)		(100)		(50)		(50)	
Range 5	13	37	7	37	6	38	12	35	5	29	7	41	14	40	5	29	9	50
(H%)	(100)		(54)		(46)		(100)		(42)		(58)		(100)		(36)		(64)	
BY TENURE STATUS																		
Tenured	15	43	9	47	6	38	15	44	7	41	8	47	17	49	9	53	8	44
(H%)	(100)		(60)		(40)		(100)		(47)		(53)		(100)		(53)		(47)	
On Tenure Track	18	51	9	47	9	56	18	53	10	59	8	47	16	46	8	47	8	44
(H%)	(100)		(50)		(50)		(100)		(56)		(44)		(100)		(50)		(50)	
Not Eligible	2	6	1	5	1	6	1	3			1	6	2	6			2	11
(H%)	(100)		(50)		(50)		(100)				(100)		(100)				(100)	
BY MEAN AGE	39.3		38.3		40.4		39.5		38.2		40.8		40.6		38.7		42.4	
BY HIGHEST DEGREE																		
Doctorate	4	11	2	11	2	13	3	9	1	6	2	12	4	11	1	6	3	17
(H%)	(100)		(50)		(50)		(100)		(33)		(67)		(100)		(25)		(75)	
Masters	27	77	13	68	14	88	27	79	12	71	15	88	27	77	12	71	15	83
(H%)	(100)		(48)		(52)		(100)		(44)		(56)		(100)		(44)		(56)	
Bachelors	4	11	4	21			4	12	4	23			4	11	4	24		
(H%)	(100)		(100)				(100)		(100)				(100)		(100)			
BY INSTRUCTIONAL AREA																		
General Education	25	71	13	68	12	75	25	74	11	65	14	82	25	71	11	65	14	78
(H%)	(100)		(52)		(48)		(100)		(44)		(56)		(100)		(44)		(56)	
Vocational Education	10	29	6	32	4	25	9	26	6	35	3	18	10	29	6	35	4	22
(H%)	(100)		(60)		(40)		(100)		(67)		(33)		(100)		(60)		(40)	

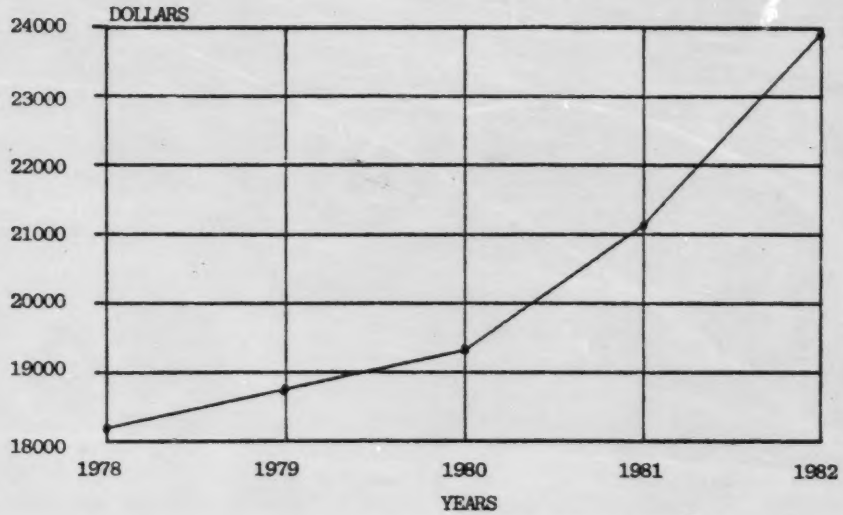
Source: FSIS Reports 2530, 2531, and 2532 as of October 31, for 1980, 1981, and 1982.

FIGURE 1f
FULL-TIME INSTRUCTORS: SELECTED DATA
WINDWARD COMMUNITY COLLEGES
FALL 1978-1982

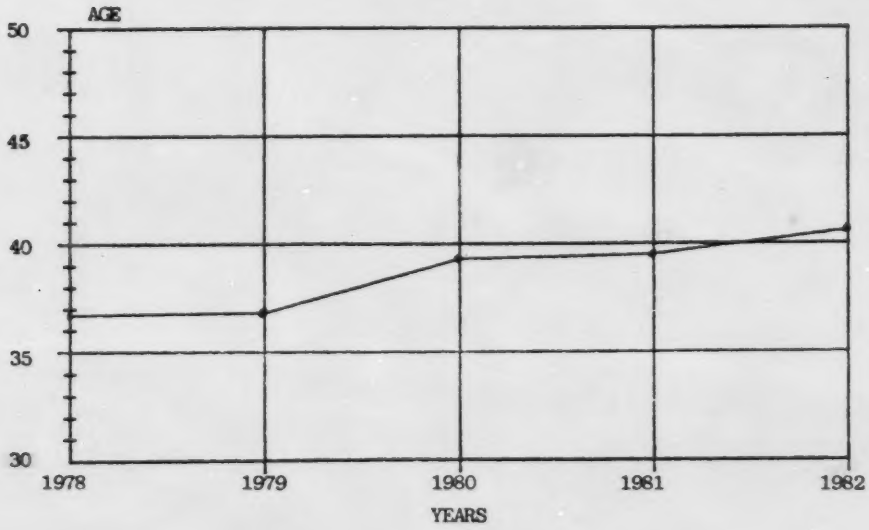


NOTE: Due to independent rounding, percentages may not total to 100%.

AVERAGE SALARY



MEAN AGE



TENURE STATUS

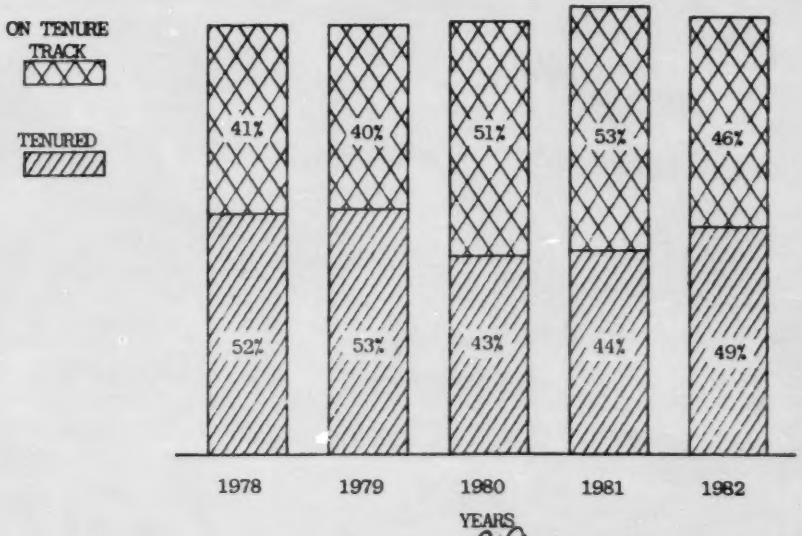


TABLE 4
PROFILE OF LECTURERS
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

Characteristic	TOTAL No.	TOTAL V%	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	380	100	94	91	22	94	55	24
Sex								
Male	211	56	56	39	14	53	36	13
Female	169	44	38	52	8	41	19	11
Instructional Area								
General Education	222	58	40	58	17	60	29	18
Vocational Education	155	41	51	33	5	34	26	6
Other	3	1	3					
Highest Degree								
Doctorate	21	6	5	5	2	5	2	2
Professional	5	1		4	1			
Masters	210	55	44	55	13	60	20	18
Bachelors	102	27	27	20	1	22	25	4
Less than Bachelors	42	11	18	7	2	7	8	
Average Salary/Semester	$2,929		$3,049	$3,562	$2,378	$2,892	$2,126	$2,542
Salary Range								
Range 1	83	22	25	18	1	19	20	
Range 2	257	68	58	60	21	65	32	21
Range 3	15	4	3	3		7	1	1
Range 4	8	2	2	3		1	1	1
Range 5	17	4	6	7		2	1	1
Mean Age	39.1		40.1	39.0	36.6	38.5	39.8	38.1

Source: FSIS Reports 2530, 2531, and 2532 as of October 31, 1982.

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1982

I.	Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance
II.	Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III.	Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support, Admissions and Records
IV.	Public Service:	Apprentice, Community Service
V.	Instruction:	
	A. General Education:	Division Chairmen/Coordinators
	Humanities:	Art, Communication, Dance, Drama, East Asian Languages, English, English as a Second Language, European Languages, Hawaiian Studies, History, Humanities, Indo-Pacific Languages, Journalism, Music, Philosophy, Religion, Speech
	Natural Science:	Biological Sciences, Chemistry, Mathematics, Oceanography, Physical Sciences, Science
	Social Science:	American Studies, Anthropology, Economics, Geography, Human Development, Political Science, Psychology, Social Science, Sociology, Women's Studies
	Other:	Health, Physical Education and Recreation, Learning Skills
	B. Vocational Education:	Division Chairmen/Coordinators
	Business:	Accounting, Business, Data Processing, Information and Computer Science, Entertainment, Sales and Management, Secretarial and Related
	Food Service:	Baking, Food Service

Health Service:	Dental Assistant, Food and Nutritional Science, Health, Medical Assisting, Medical Lab Technology, Nursing, Occupational Therapy, Radiologic Technician, Respiratory Therapy
Public Services:	Fire Science, Human Services, Industrial Education, Library Technology, Police Science, Occupational Safety/Health, Recreational Instructor Program
Technology:	Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Aviation Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Energy, Engineering Technology, Graphic Art, Home Economics, Marine Shop, Maintenance Technology, Marine Technology, Refrigeration and Air Conditioning, Sheet Metal and Plastics, Welding

APPENDIX B
HEADCOUNT AND AVERAGE ANNUAL SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS
BY PROGRAM CATEGORIES
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

Note: Many of those in institutional and academic support are on 11-month contracts.

Campus	TOTAL HEADCOUNT	AVERAGE ANNUAL SALARIES							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	166	20	$32,115	52	$27,353	74	$25,438	20	$25,142
Honolulu CC	50	3	35,150	17	24,041	16	23,920	14	24,342
Kapiolani CC	29	5	30,752	9	30,772	14	27,959	1	*
Kauai CC	14	3	32,735	4	29,928	7	27,274		
Leeward CC	33	3	34,718	10	26,914	16	27,529	4	22,498
Maui CC	25	3	28,444	7	27,566	14	21,844	1	*
Windward CC	15	3	31,802	5	30,972	7	24,443		

*This individual's salary is included in the calculations of average salary for the campus and system.

Source: FSIS Report 2532, October 31, 1982.

APPENDIX C
HEADCOUNT AND AVERAGE ANNUAL SALARY
FULL-TIME INSTRUCTORS, BY PROGRAM
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

Campus	Total Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	468	$12,005,772	$25,653	$25,332	$26,022
Honolulu CC	109	2,742,636	25,162	23,788	26,511
Kapiolani CC	96	2,609,904	27,187	26,599	27,572
Kauai CC	42	1,037,820	24,710	25,135	24,392
Leeward CC	125	3,260,292	26,082	26,144	25,931
Maui CC	61	1,517,724	24,881	25,277	24,387
Windward CC	35	837,396	23,926	24,053	23,606

Source: FSIS Computer Report 2532, October 31, 1982.

APPENDIX D

TENURE STATUS BY YEAR OF TENURE DECISION & BY SEX
FULL-TIME INSTRUCTORS
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL	Tenured	Year of Tenure Decision					Non-Tenure Track**
			Sub-Total	1983	1984	1985	After 1985	
TOTAL	468	313*	120	28	19	30	43	35
(Horizontal %)	(100%)	(67%)	(26%)	(6%)	(4%)	(6%)	(9%)	(7%)
Male	293	205	71	15	11	18	27	17
Female	175	108	49	13	8	12	16	18
HONOLULU CC	109	71	30	9	4	8	9	8
(Horizontal %)	(100%)	(65%)	(28%)	(8%)	(4%)	(7%)	(8%)	(7%)
Male	77	53	22	6	3	7	6	2
Female	32	18	8	3	1	1	3	6
KAPIOLANI CC	96	68	24	6	5	2	11	4
(Horizontal %)	(100%)	(71%)	(25%)	(6%)	(5%)	(2%)	(11%)	(4%)
Male	52	37	14	4	3	1	6	1
Female	44	31	10	2	2	1	5	3
KAUAI CC	42	24	13	4	2	4	3	5
(Horizontal %)	(100%)	(57%)	(31%)	(10%)	(5%)	(10%)	(7%)	(12%)
Male	26	17	6	2		2	2	3
Female	16	7	7	2	2	2	1	2
LEEWARD CC	125	100	18	2	2	6	8	7
(Horizontal %)	(100%)	(80%)	(14%)	(2%)	(2%)	(5%)	(6%)	(6%)
Male	81	65	11	1	2	3	5	5
Female	44	35	7	1		3	3	2
MAUI CC	61	33	19	3	5	3	8	9
(Horizontal %)	(100%)	(54%)	(31%)	(5%)	(8%)	(5%)	(13%)	(15%)
Male	40	24	10	1	3	1	5	6
Female	21	9	9	2	2	2	3	3
WINDWARD CC	35	17	16	4	1	7	4	2
(Horizontal %)	(100%)	(49%)	(46%)	(11%)	(3%)	(20%)	(11%)	(6%)
Male	17	9	8	1		4	3	
Female	18	8	8	3	1	3	1	2

*Excludes twenty-four tenured instructors who were on leave. See Appendix E.
**Includes visiting instructors and other non-tenurable appointments.

Source: FSIS Computer Report 25338, October 31, 1982.

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APPENDIX E
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE AND TENURE STATUS
UNIVERSITY OF HAWAII, COMMUNITY COLLEGES
FALL 1982

Campus	TOTAL		TYPE OF LEAVE*			
			Sabbatical		Leave Without Pay	
	No.	No. Tenured	No.	No. Tenured	No.	No. Tenured
TOTAL	25	24	18	18	7	6
Honolulu CC	1	1	1	1		
Kapiolani CC	3	3	1	1	2	2
Kauai CC	6	5	5	5	1	
Leeward CC	11	11	9	9	2	2
Maui CC	2	2			2	2
Windward CC	2	2	2	2		

*Excludes 3 non-teaching professional staff on leave: 2 on sabbatical and 1 on leave without pay.

Sources: FSIS reports, October 31, 1982.
Report 2535.

ERIC Clearinghouse for Junior Colleges
8118 Math-Sciences Building
University of California
Los Angeles, California 90024

APR 29 1983